



as well as employees' participation in national and international forums and conferences. As part of the "Taza Kazakhstan" environmental campaign, events were organised and several thematic videos were produced.

An important area was the creation of presentation videos about the company's activities, as well as information support for various contests, such as the children's drawing contest and the Best Production Specialist contest among employees. The press service also promptly responded to media enquiries and appeals, monitored materials and references about the company in the media and social networks, and updated information on the official website.

The press service of the Company prepared 85 materials published in the leading national and regional media, such as TV channels 24 KZ, Qazaqstan, KTK, newspapers Egemen Qazaqstan, Kazakhstanskaya Pravda and internet portals tengrinews.kz, zakon.kz, nur.kz and others. Also 21 interviews, 5 briefings and 6 press tours for journalists were organised.

The Company's official website posted 126 materials about key events, and 705 posts, infographics and videos were published on social media. Over the year, the number of followers on the Company's Telegram channel increased from 500 to 7,000, and on Instagram from 7,100 to 8,700, which contributed to increased audience engagement.

Key partnerships

GRI 2-28

Commitments and calls to action What we want to achieve	<ul style="list-style-type: none">UN Global CompactUN Sustainable Development GoalsUN Women
Reporting How we communicate our achievements	<ul style="list-style-type: none">GRITCFD<IR>Kazakhstan Stock Exchange (KASE)Astana International Exchange (AIX)
Membership and co-operation Who we work with to achieve our commitments	<ul style="list-style-type: none">KAZENERGY AssociationKazakhstan Electricity Association (KEA)CIS Electric Power Council (CIS EPC)World Energy CouncilNational Chamber of Entrepreneurs of the Republic of Kazakhstan (NCE RK)Union of Machine-Builders of Kazakhstan LLCECOJER AssociationNational Confederation of Employers of RK PARYZUN Global CompactCarbon Disclosure Project (CDP)
Assessments and ratings External assessment of our performance	<ul style="list-style-type: none">Fitch RatingsSustainable FitchPwC KazakhstanRAEX

Compliance with human rights

GRI 2-24, 3-3, 408-1, 409-1, GRI 12: Coal Sector: 12.16.1, 12.6.2, 12.17.1, 12.17.2

Samruk-Energy JSC strives to actively implement human rights principles in all its activities. Our comprehensive approach is based on the current legislation of the Republic of Kazakhstan, as well as internationally recognised standards and commitments that we uphold and implement, including:

- UN Guiding Principles on Business and Human Rights (UNGPs);
- UN Sustainable Development Goals;
- Ten Principles of the UN Global Compact;
- Universal Declaration of Human Rights;
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work;
- International Covenant on Civil and Political Rights;
- International Covenant on Economic, Social and Cultural Rights;
- United Nations Guiding Principles on Business and Human Rights.

The Company takes a holistic approach to respecting human rights throughout the value chain and endeavours to ensure compliance with relevant laws and regulations through a robust risk management framework. We continuously assess actual and potential adverse impacts on people and the environment and integrate our findings into the Company's due diligence policies, procedures and processes.

Our policies

Samruk-Energy JSC expresses its commitment to human rights and approach to their protection, and sets expectations in this area through relevant policies and regulations:

- The Code of Conduct of Samruk-Energy JSC describes expectations with regard to employees and sets standards of corporate behaviour that apply to the entire Group. All employees and persons acting on behalf of Samruk-Energy JSC are obliged to comply with the Code, regardless of location and nature of their work.
- The Human Rights Policy of Samruk-Energy JSC describes the Company's approach to human rights protection.
- The Samruk-Energy JSC Non-Discrimination Policy affirms the Company's commitment to the principles of equality, inclusivity, and respect for human rights, establishing a prohibition on all forms of discrimination and outlining mechanisms for employee protection.
- The Samruk-Energy JSC Sustainability Guidance outlines the Company's commitments to respecting and protecting human rights across all areas of activity, including the prohibition of discrimination, the provision of safe and decent working conditions, freedom of association, and a responsible approach to engagement with communities and other stakeholders.
- The Personnel Policy of Samruk-Energy JSC regulates labour practices within the Company, defining obligations to employees and expectations from them.



Governance and accountability

Organ	Responsibility
Board of Directors and Committees under the Board of Directors	<ul style="list-style-type: none">Set strategic priorities and approve human rights policies.Oversee the management of human rights risks.Define expectations for third parties (contractors, partners, etc.) from a human rights perspective.
Management Board	<ul style="list-style-type: none">Integrates human rights policies into business processes.Manages the implementation of human rights protection programmes/plans.
Corporate Governance and Sustainable Development Department	<ul style="list-style-type: none">Develops and implements human rights policies and procedures.Responsible for reporting, disclosure and stakeholder engagement.
Department of Human Resources Management	<ul style="list-style-type: none">Implements policies to ensure equal opportunities, non-discrimination and protection of employees' rights.Develops policies on human rights, non-discrimination, etc.Develop and implement programmes to ensure gender equality, social support, inclusion development, etc.Manages internal complaints and conflicts related to labour legislation.
Procurement Management Department	<ul style="list-style-type: none">Integrates human rights requirements into contracts with suppliers and contractors.
Compliance Service	<ul style="list-style-type: none">Conducts internal checks of job candidates and other third parties to confirm their good reputation and compliance with ethical standards and legal requirements.Provides employee training on ethical standards, anti-corruption policy, and codes of business conduct.Manages grievance and dispute resolution mechanisms.
Occupational Health and Safety Department	<ul style="list-style-type: none">Ensures that employees' health, safety and security rights are protected.Conducts audits of working conditions and compliance with safety standards.
Ombudsman	<ul style="list-style-type: none">Receive complaints and applications from employees and stakeholders.Independently reviews complaints and facilitates dispute resolution.
Working groups and committees on human rights	<ul style="list-style-type: none">Formed to address specific human rights issues.

Akylov Nariman Beketovich

Ombudsman



Relationships with management, opportunities for professional and personal development, as well as mutual respect – these are the key principles on which trust within our Company is built.

When employees see support and openness from management, and also have a real opportunity to grow and develop, a strong foundation is formed for long-term cooperation and successful teamwork.



Our priority human rights areas

We respect the basic human rights of all people by complying with all legal requirements. We have rigorous policies, procedures and other actions to mitigate potential risks in the following five human rights categories:

Forced labour and child labour

We have zero tolerance for any type of forced and/or child labour in our operations and supply chain.

During 2024

there were no cases of violation of these principles and current legislation in this area

Occupational health and safety

Health and safety is our top priority and we are committed to continuous improvement to achieve zero injuries. We are committed to the safety of our products and operations, and this extends to contractors and visitors to our sites.

Wages and working hours

We do not employ people whose wages are below the minimum wage permitted by local law for the type of work involved. We are committed to monitoring and taking steps to reduce excessive working hours and support flexible working conditions where possible.

Freedom of association

It is a fundamental right for employees to have freedom of association and collective bargaining. We recognise and respect the rights of employees under local law, including, where applicable, the right to collective representation and bargaining, without any negative consequences for engaging in legitimate trade union activities.

Discrimination

We are committed to promoting equal opportunity and are proud to build a culture with zero tolerance for discrimination, harassment and bullying.





Grievance mechanism and channels

For availability of feedback of complaints and appeals in the field of human rights, the Company has a hotline of Samruk-Energy JSC. All appeals about possible violations of human rights and freedoms are thoroughly analysed, after which the assessment results are sent to the Board of Directors.

In 2024, no confirmed violations of human rights with respect to employees, contractors, or the local population were recorded

The Company's managers were consulted on all appeals in the reporting period and provided with recommendations. Also in 2024, work was carried out with labour collectives to explain the norms of the Codes of Ethics and Conduct and Compliance Policy.

Political activities and contributions

GRI 415-1, GRI 12: Coal Sector: 12.22.2

The Company interacts with government-related persons in accordance with the requirements of applicable law. The Company does not finance or otherwise support political parties and non-profit organisations engaged in political activities. It also does not allow sponsorship/charity/lobbying activities with the direct or indirect purpose of obtaining illegal benefits for providing such assistance.

The Company's principles in this area:

- You may not use Company accounts for contributions for political purposes;
It is prohibited to use Company resources (including email) for political activities;
You may not make charitable donations in lieu of contributions for political purposes;
It is prohibited to allow the Company's funds or assets to be used through industry organisations or otherwise to make contributions to political parties.

According to the results of 2024, the Company has not recorded any facts of sponsoring events or holidays held solely for political propaganda purposes, and there are no facts of direct or indirect pressure on political parties.

Maksutov Kairat Berikovich

Chairman of the Management Board



Every success of the Company is the result of our people's work. No technology, investment, or strategy can replace the contribution of passionate, goal-oriented, and dedicated employees.

They are the true driving force that brings ambitious goals to life every day and ensures business resilience in a rapidly changing world. We are proud to have talented professionals on our team who are ready to take responsibility, propose initiatives, and achieve results. That is why one of our main priorities is to create an environment where everyone feels valued, has opportunities for growth, and believes that their work is a contribution to our common cause and the future of the country's energy sector.



Investments in human capital

In 2024, Samruk-Energy JSC remained faithful to its obligations to its employees. Within the framework of social responsibility principles, we continued to develop best practices to protect each employee, creating comfortable and safe working conditions, ensuring social protection and equality of opportunities for all employees, and providing a favourable environment for professional and personal development. This approach of the Company is in line with the UN SDGs, including improving the quality of life and well-being of people of all ages, providing inclusive and quality lifelong learning, as well as achieving gender equality and creating decent working conditions for all without exception.

Approach to human resources management

GRI 3-3, GRI 12: Coal Sector: 12.15.1, 12.19.1

In the reporting year, we continued to implement a comprehensive Personnel Policy, focusing our efforts on the following areas:

- formation of a professional and balanced staff composition, recruitment and adaptation of personnel;
development of staff training and development programmes;
creation of a talent pool;
implementation of social policy;
improvement of the incentive system.

The general approach of Samruk-Energy JSC to personnel management is based on the best international practices. When managing personnel, we are guided by international and national regulations and standards, as well as internal corporate documents

To ensure high managerial efficiency and compliance with changing regulatory requirements, the Company keeps its internal policies and regulations up to date. In 2023, the Company's Personnel Policy for 2023-2031 was approved, which is aimed at developing employee competences and implementing strategic initiatives and is one of the main corporate documents. As part of the implementation of the Personnel Policy, regular monitoring of the achievement of the set goals is carried out using key performance indicators, which allows comparing the results with benchmarks of international companies.

The efficiency of human resources management is assessed based on the key KPIs defined in

the Personnel Policy. The Sustainable Development Management System also monitors the KPIs of the Plan of initiatives aimed at increasing the Company's social responsibility, compliance with the principles of the UN Global Compact, investing in human capital and ensuring social security. This includes non-discrimination, protection of human rights, ensuring equal rights and opportunities for all employees, and following the principles of gender equality - increasing the number of women among employees and the talent pool, as well as ensuring their presence in management positions.

Key regulatory documents in the field of human resources management:

- Constitution of the Republic of Kazakhstan;
Labour Code of the Republic of Kazakhstan;
UN Global Compact;
Corporate Standard on Human Resource Management of Samruk-Kazyna JSC Group;
Personnel Policy of Samruk-Energy JSC;
Non-Discrimination Policy of Samruk-Energy JSC;
Human Rights Policy of Samruk-Energy JSC;
Programme on release of employees of Samruk-Energy JSC Group of companies.

Responsibility for personnel management issues is divided between the Company's various management bodies in accordance with their competences.